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COMMONWEALTH BUREAU OF CENSUS AND STATISTICS.

LABOUR TURNOVER, MARCH, 1957

This report gives the results of a survey of labour turnover in Australian industry in the month of March, 1957, and shows these results together with those obtained in similar surveys covering the months of March, 1949 to 1956, excepting March, 1951 and 1954. Turnover rates for the month of September in each of the years 1954, 1955 and 1956 were published on 26th April, 1957, in the statement entitled "Labour Turnover, September, 1956".

In comparing turnover rates, it is necessary to allow for the effect of seasonal influences on employment for each class of worker in each industry. The food, drink and tobacco industry is particularly subject to seasonal employment variations, and so, to a lesser degree, are other industries. Comparisons as to trend should be made only for corresponding months of each year.

Labour turnover is generally measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

Table 1 below shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the separation rates for manual workers for more detailed industry groups, and Table 3 shows the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.

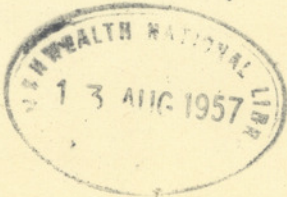
The period covered in individual returns is not uniform, depending as it does on the dates on which pay-roll tax returns of individual businesses are made up for February and March in each year. The figures should be interpreted as applying to an average of about four and a half weeks.

Industrial Coverage:

The surveys are based on a sample within certain industries of businesses subject to Pay-roll Tax. They exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations which are exempt from Pay-roll Tax. In addition, the surveys exclude rural industry, private domestic service, the professions (e.g., accountancy firms, trade associations, consultant engineers, etc.) the shipping and stevedoring industry, the motion picture industry and all government employment and semi-government undertakings other than banks and airlines.

Businesses in the construction industry were represented in the sample for the first time in the September, 1956 survey, and since then figures for this industry have been combined with those for the building industry. The rates for these two industries have been of a similar magnitude.

| | | | | | | | | |
|------|------|------|------|------|------|------|------|------|
| 1949 | 1950 | 1951 | 1952 | 1953 | 1954 | 1955 | 1956 | 1957 |
| 8.9 | 8.8 | 9.7 | 4.2 | 3.2 | 5.0 | 3.9 | 6.1 | 4.2 |
| 9.4 | 11.0 | 9.9 | 4.9 | 7.0 | 7.4 | 6.7 | | |
| 2.8 | 5.7 | 5.8 | 4.6 | 5.5 | 5.4 | 4.6 | | |
| 9.0 | 9.9 | 9.7 | 5.9 | 8.5 | 8.7 | 8.5 | | |
| 7.1 | 5.3 | 5.4 | 4.3 | 5.5 | 5.0 | 4.5 | | |



Engagements and Separations:

Broadly, the engagement and separation rates in Table 1 show that turnover rates in March, 1952 and 1953 declined from high 1949 and 1950 levels, and then, after returning in 1955 and 1956 to about the 1950 level, have fallen again in March, 1957. This fall follows the fall in September rates between September, 1955 and September, 1956 shown in the September series published on 26th April, 1957.

Turnover was lower in March, 1957 than in March, 1956 in all categories except female "other" workers in manufacturing; in this category the separation rate was slightly higher.

TABLE 1 : ENGAGEMENTS AND SEPARATIONS : 1949 TO 1957

(Percentage of average number of employees in each Group)

| Period | Manufacturing | | Non-Manufacturing | | All Industries (a) | |
|---------------------|-------------------|------------------|-------------------|------------------|-----------------------|------------------|
| | Manual Workers | Other Workers | Manual Workers | Other Workers | Manual Workers | Other Workers |
| <u>MALES</u> | | | | | | |
| <u>Engagements:</u> | % | % | % | % | % | % |
| March, 1949 | 9.3 | 1.8 | 8.1 | 3.5 | 8.9 | 3.0 |
| March, 1950 | 8.4 | 2.2 | 7.3 | 2.8 | 8.0 | 2.6 |
| March, 1952 | 6.0 | 1.9 | 6.5 | 2.6 | 6.2 | 2.4 |
| March, 1953 | 4.7 | 1.6 | 4.8 | 2.1 | 4.8 | 1.9 |
| March, 1955 | 8.0 | 2.4 | 9.2 | 2.8 | 8.4 | 2.7 |
| March, 1956 | 7.1 | 2.3 | 7.0 | 3.0 | 7.0 | 2.7 |
| March, 1957 | 5.1 | 1.9 | 6.1 | 1.9 | 5.5 | 1.9 |
| <u>Separations:</u> | | | | | | |
| March, 1949 | 8.5 | 1.4 | 7.1 | 2.8 | 8.0 | 2.3 |
| March, 1950 | 8.7 | 1.6 | 7.5 | 2.4 | 8.3 | 2.1 |
| March, 1952 | 7.0 | 1.9 | 6.9 | 2.6 | 7.0 | 2.4 |
| March, 1953 | 4.2 | 1.6 | 4.2 | 2.7 | 4.2 | 2.3 |
| March, 1955 | 7.5 | 2.0 | 8.4 | 2.9 | 7.8 | 2.6 |
| March, 1956 | 6.8 | 2.2 | 7.5 | 3.0 | 7.1 | 2.7 |
| March, 1957 | 4.9 | 1.8 | 6.4 | 2.3 | 5.5 | 2.1 |
| <u>FEMALES</u> | | | | | | |
| <u>Engagements:</u> | % | % | % | % | % | % |
| March, 1949 | 11.0 | 3.9 | 9.8 | 9.9 | 10.7 | 8.5 |
| March, 1950 | 10.5 | 4.8 | 12.1 | 5.8 | 11.0 | 5.6 |
| March, 1952 | 6.4 | 4.0 | 8.1 | 5.5 | 6.8 | 5.1 |
| March, 1953 | 9.0 | 4.0 | 7.3 | 5.8 | 8.5 | 5.4 |
| March, 1955 | 8.9 | 5.4 | 7.9 | 6.5 | 8.7 | 6.2 |
| March, 1956 | 7.9 | 5.0 | 8.5 | 5.8 | 8.1 | 5.6 |
| March, 1957 | 7.7 | 3.6 | 7.3 | 4.0 | 7.6 | 3.9 |
| <u>Separations:</u> | | | | | | |
| March, 1949 | 8.9 | 3.4 | 9.4 | 8.2 | 9.0 | 7.1 |
| March, 1950 | 8.6 | 4.4 | 11.0 | 5.7 | 9.3 | 5.3 |
| March, 1952 | 9.7 | 4.2 | 9.9 | 5.8 | 9.7 | 5.4 |
| March, 1953 | 6.1 | 3.2 | 4.9 | 4.6 | 5.9 | 4.3 |
| March, 1955 | 8.9 | 5.0 | 7.0 | 5.6 | 8.5 | 5.5 |
| March, 1956 | 9.1 | 3.9 | 7.4 | 5.4 | 8.7 | 5.0 |
| March, 1957 | 6.1 | 4.2 | 6.7 | 4.6 | 6.2 | 4.5 |

(a) See introductory text for note on industrial coverage.

Separation Rates for Industry Groups:

Table 2 shows that for manual workers the general fall in separation rates in March, 1957 compared with March, 1956 occurred in all industry groups except mining and retail trade (which showed slight increases). The greatest decrease was for females in the food, drink and tobacco industry where the rate fell to 10.7 per cent. from the very high March, 1956 level of 23.4 per cent. This was due mainly to the fact that, in the highly seasonal jam-making and fruit and vegetable canning industry, employment did not reach its peak in 1957 until about a month later than in 1955 and 1956, so that many firms were engaging female workers in March instead of laying them off.

TABLE 2 - SEPARATION RATES FOR MANUAL WORKERS BY INDUSTRY, 1949 TO 1957

(Percentage of average number of employees)

| Industry Group | March 1949 | March 1950 | March 1952 | March 1953 | March 1955 | March 1956 | March 1957 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <u>MALES</u> | | | | | | | |
| Manufacturing - | % | % | % | % | % | % | % |
| Engineering and vehicles (a) | 8.1 | 7.4 | 6.3 | 4.2 | 7.4 | 6.5 | 4.8 |
| Textiles | 9.1 | 9.2 | 9.1 | 2.5 | 7.1 | 5.8 | 3.6 |
| Clothing | 5.0 | 6.3 | 8.5 | 3.9 | 5.4 | 4.8 | 3.2 |
| Food, drink, tobacco | 10.2 | 13.0 | 8.8 | 6.3 | 10.0 | 9.7 | 8.0 |
| Furniture, sawmilling and woodworking | 11.6 | 9.9 | 7.0 | 3.5 | 6.1 | 6.2 | 4.2 |
| Paper, printing | 4.5 | 4.8 | 3.8 | 1.3 | 3.5 | 3.9 | 2.6 |
| Other manufacturing | 8.3 | 8.5 | 7.7 | 3.8 | 8.0 | 7.2 | 4.4 |
| All manufacturing | 8.5 | 8.7 | 7.0 | 4.2 | 7.5 | 6.8 | 4.9 |
| Non-manufacturing - | | | | | | | |
| Mining | 3.4 | 4.1 | 2.7 | 1.9 | 3.8 | 3.7 | 4.0 |
| Building and construction (b) | 10.7 | 8.4 | 10.9 | 6.4 | 11.8 | 12.7 | 11.2 |
| Road transport | 6.7 | 7.4 | 4.1 | 4.1 | 9.0 | 6.2 | 5.3 |
| Wholesale trade | 5.6 | 8.1 | 5.4 | 4.7 | 9.4 | 7.6 | 5.1 |
| Retail trade | 5.1 | 5.6 | 4.8 | 2.7 | 6.0 | 3.2 | 3.9 |
| Other non-manufacturing | 9.8 | 10.5 | 9.5 | 3.8 | 7.8 | 9.3 | 5.1 |
| All non-manufacturing | 7.1 | 7.5 | 6.9 | 4.2 | 8.4 | 7.5 | 6.4 |
| All Industries (c) | 8.0 | 8.3 | 7.0 | 4.2 | 7.8 | 7.1 | 5.5 |
| <u>FEMALES</u> | | | | | | | |
| Manufacturing - | % | % | % | % | % | % | % |
| Engineering and vehicles (a) | 11.6 | 12.1 | 10.8 | 4.9 | 9.6 | 8.2 | 7.7 |
| Textiles | 9.1 | 7.1 | 9.0 | 3.8 | 7.0 | 5.9 | 4.6 |
| Clothing | 5.0 | 5.8 | 9.5 | 6.0 | 7.2 | 5.8 | 4.4 |
| Food, drink and tobacco | 21.7 | 13.7 | 9.2 | 10.4 | 16.1 | 23.4 | 10.7 |
| Paper, printing | 6.6 | 9.3 | 10.4 | 3.8 | 5.8 | 6.0 | 4.5 |
| Other manufacturing | 7.5 | 13.2 | 10.5 | 5.1 | 8.5 | 6.9 | 5.6 |
| All manufacturing | 8.9 | 8.6 | 9.7 | 6.1 | 8.9 | 9.1 | 6.1 |
| Non-manufacturing - | | | | | | | |
| Wholesale trade | 4.9 | 6.7 | 5.4 | 4.4 | 5.9 | 7.8 | 5.8 |
| Retail trade | 5.5 | 6.3 | 7.9 | 2.8 | 5.3 | 4.8 | 4.5 |
| Other non-manufacturing | 11.4 | 13.5 | 12.1 | 6.6 | 8.2 | 7.9 | 7.8 |
| All non-manufacturing | 9.4 | 11.0 | 9.9 | 4.9 | 7.0 | 7.4 | 6.7 |
| All Industries (c) | 9.0 | 9.3 | 9.7 | 5.9 | 8.5 | 8.7 | 6.2 |

- (a) Founding, engineering, metal-working, ship and vehicle manufacture and repair.
 (b) Construction other than building not included prior to March, 1957.
 (c) See introductory text for note on industrial coverage.

Analysis of Separations for Manual Workers:

In Table 3, separations of manual workers are classified by type of separation (dismissed, retrenched, left and other). Businesses submitting returns were asked to class employees as "dismissed" where employment was terminated on the employer's initiative for disciplinary or similar reasons; as "retrenched" where the employment was terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.; as "left" where employment was terminated at the employee's initiative (employees on strike not included); and as "other" where the separation was due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, or similar reasons.

The table shows, for male and female manual workers, this analysis of separations in March, 1956 and March, 1957. Similar information for previous years is obtainable from the report entitled "Labour Turnover, March, 1955" issued on 12th December, 1955 and the reports on Quarterly Business Surveys, Nos. 20 and 24. Figures in the September series are obtainable from the September, 1955 and September, 1956 labour turnover reports issued on 22nd March, 1956 and 26th April, 1957.

Table 3 shows that in both March, 1956 and March, 1957 most separations were due to persons leaving on their own initiative. The fall in overall separations of male manual workers was almost entirely due to a decrease in this rate. For females, a decline in retrenchments also contributed to the fall in total separations. There was little significant change in the rates for dismissals or for other causes of separation.

For male manual workers, the decrease in the category "left" was fairly evenly spread among all industry groups. In spite of a sharp decrease, the building industry still has the highest rate of male manual workers leaving and their retrenchment rate (which rose slightly) is also the highest in this employment category. High turnover in this industry reflects the casual nature of employment of building workers.

For females, the rate of leaving dropped in all industries except in the engineering and vehicles industry (in which rates rose slightly). The highest "left" and "retrenched" rates are still in the food, drink and tobacco industry, even though the very high March, 1956 rates in this industry fell in March, 1957 from 9.9 per cent. to 5.1 per cent. for "left" and from 12.1 per cent. to 4.5 per cent. for "retrenched". As noted on page 3, the change in rates for the food, drink and tobacco industry has been influenced by the lateness of the seasonal employment peak in the jam-making and fruit and vegetable canning industry. The fall in the retrenchment rates for female manual workers in the food, drink and tobacco industry is the major cause of the fall in the rate for all industries combined.

| 11.6 | 12.1 | 10.8 | 4.9 | 9.8 | 8.2 | 7.7 | Manufacturing - |
|------|------|------|------|------|------|------|------------------------------|
| 9.1 | 7.1 | 9.0 | 3.8 | 7.0 | 5.8 | 4.6 | Engineering and vehicles (a) |
| 5.0 | 5.8 | 5.2 | 6.0 | 7.5 | 5.8 | 4.4 | Textiles |
| 21.7 | 13.7 | 9.2 | 10.4 | 16.1 | 23.4 | 10.7 | Clothing |
| 6.6 | 9.3 | 10.4 | 3.8 | 5.8 | 6.0 | 4.5 | Food, drink and tobacco |
| 7.5 | 13.2 | 10.2 | 5.1 | 8.2 | 6.9 | 5.6 | Paper, printing |
| 8.9 | 8.6 | 9.7 | 6.1 | 8.9 | 9.1 | 6.1 | Other manufacturing |
| | | | | | | | All manufacturing |
| 4.9 | 6.7 | 5.4 | 4.4 | 5.9 | 7.8 | 5.8 | Non-manufacturing - |
| 5.5 | 6.3 | 7.9 | 2.8 | 5.3 | 4.8 | 4.5 | Wholesale trade |
| 11.4 | 13.5 | 12.1 | 6.6 | 8.2 | 7.9 | 7.8 | Retail trade |
| 9.4 | 11.0 | 9.9 | 4.9 | 7.0 | 7.4 | 6.7 | Other non-manufacturing |
| 9.0 | 9.3 | 9.7 | 5.9 | 8.2 | 8.7 | 6.2 | All non-manufacturing |
| | | | | | | | All industries (c) |

(a) Foundry, engineering, metal-working, ship and vehicle manufacture and repair.
 (b) Construction other than building not included prior to March, 1957.
 (c) See introductory text for note on industrial coverage.

TABLE 3 : ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS,

MARCH, 1956 AND MARCH, 1957

(Percentage of average employment in each group)

| Industry Group | March, 1956 | | | | | March, 1957 | | | | |
|-------------------------------|-------------|-----|-----|-----|-------|-------------|-----|-----|-----|-------|
| | D. | R. | L. | O. | Total | D. | R. | L. | O. | Total |
| <u>MALES</u> | | | | | | | | | | |
| Manufacturing - | % | % | % | % | % | % | % | % | % | % |
| Engineering and vehicles (a) | 1.0 | 0.6 | 4.8 | 0.1 | 6.5 | 0.8 | 1.1 | 2.8 | 0.1 | 4.8 |
| Textiles | 0.5 | 0.1 | 5.1 | 0.1 | 5.8 | 0.6 | 0.3 | 2.6 | 0.1 | 3.6 |
| Clothing | 0.6 | 0.6 | 3.5 | 0.1 | 4.8 | 0.7 | 0.4 | 2.1 | 0.0 | 3.2 |
| Food, drink, tobacco | 1.1 | 3.6 | 4.7 | 0.3 | 9.7 | 1.3 | 2.8 | 3.8 | 0.1 | 8.0 |
| Furniture, woodworking, etc. | 1.2 | 1.4 | 3.5 | 0.1 | 6.2 | 0.9 | 0.5 | 2.3 | 0.5 | 4.2 |
| Paper, printing | 0.4 | 0.1 | 3.2 | 0.2 | 3.9 | 0.5 | 0.3 | 1.6 | 0.2 | 2.6 |
| Other manufacturing | 1.2 | 0.6 | 5.2 | 0.2 | 7.2 | 0.6 | 0.3 | 3.3 | 0.2 | 4.4 |
| All manufacturing | 1.0 | 1.0 | 4.6 | 0.2 | 6.8 | 0.8 | 1.0 | 2.9 | 0.2 | 4.9 |
| Non-manufacturing - | | | | | | | | | | |
| Mining | 0.2 | 0.3 | 3.0 | 0.2 | 3.7 | 0.3 | 1.1 | 2.3 | 0.3 | 4.0 |
| Building and construction (b) | 2.0 | 2.2 | 8.5 | - | 12.7 | 2.8 | 3.5 | 4.9 | 0.0 | 11.2 |
| Road transport | 1.0 | 0.6 | 4.4 | 0.2 | 6.2 | 0.9 | 0.8 | 3.4 | 0.2 | 5.3 |
| Wholesale and retail trade | 1.2 | 1.5 | 3.4 | 0.1 | 6.2 | 0.7 | 1.3 | 2.6 | 0.2 | 4.8 |
| Other non-manufacturing | 2.0 | 1.0 | 6.0 | 0.3 | 9.3 | 0.8 | 0.8 | 3.3 | 0.2 | 5.1 |
| All non-manufacturing | 1.3 | 1.3 | 4.8 | 0.1 | 7.5 | 1.2 | 1.7 | 3.3 | 0.2 | 6.4 |
| All Industries | 1.1 | 1.2 | 4.7 | 0.1 | 7.1 | 1.0 | 1.3 | 3.0 | 0.2 | 5.5 |

FEMALES

| | | | | | | | | | | |
|------------------------------|-----|------|-----|-----|------|-----|-----|-----|-----|------|
| Manufacturing - | % | % | % | % | % | % | % | % | % | % |
| Engineering and vehicles (a) | 0.9 | 1.8 | 5.3 | 0.2 | 8.2 | 1.1 | 0.8 | 5.6 | 0.2 | 7.7 |
| Textiles | 0.4 | 0.6 | 4.7 | 0.2 | 5.9 | 0.4 | 0.3 | 3.7 | 0.2 | 4.6 |
| Clothing | 1.0 | 0.6 | 4.0 | 0.2 | 5.8 | 0.5 | 0.2 | 3.4 | 0.3 | 4.4 |
| Food, drink, tobacco | 1.1 | 12.1 | 9.9 | 0.3 | 23.4 | 1.1 | 4.5 | 5.1 | 0.0 | 10.7 |
| Paper, printing | 0.3 | 0.1 | 5.5 | 0.1 | 6.0 | 0.2 | 0.2 | 3.8 | 0.3 | 4.5 |
| Other manufacturing | 0.2 | 0.5 | 6.0 | 0.2 | 6.9 | 0.7 | 0.5 | 4.3 | 0.1 | 5.6 |
| All manufacturing | 0.8 | 2.6 | 5.5 | 0.2 | 9.1 | 0.7 | 1.0 | 4.2 | 0.2 | 6.1 |
| Non-manufacturing - | | | | | | | | | | |
| Wholesale and retail trade | 0.4 | 1.6 | 4.2 | 0.1 | 6.3 | 0.4 | 1.3 | 3.2 | 0.1 | 5.0 |
| Other non-manufacturing | 1.3 | 0.3 | 6.2 | 0.1 | 7.9 | 1.6 | 1.4 | 4.7 | 0.1 | 7.8 |
| All non-manufacturing | 1.0 | 0.7 | 5.6 | 0.1 | 7.4 | 1.1 | 1.4 | 4.1 | 0.1 | 6.7 |
| All Industries | 0.8 | 2.1 | 5.6 | 0.2 | 8.7 | 0.8 | 1.1 | 4.1 | 0.2 | 6.2 |

- D. Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.
- R. Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.
- L. Left : Employment terminated on the employee's initiative. Employees on strike not included.
- O. Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

- (a) Founding, engineering, metal-working, ship and vehicle manufacture and repair.
- (b) Construction other than building excluded prior to March, 1957.

